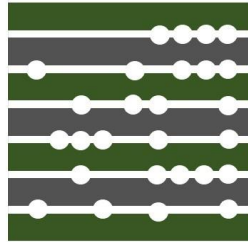


Bedford Row Capital



BEDFORD ROW CAPITAL

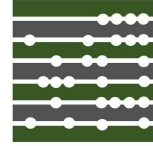
Gender Policy Internal Policy

Version 1.1

November 2020

Version Control

Version 1.0	Original	January 2021



Gender policy (incorporating LGBTQ+)

BRC promotes the principle and practice that gender equality (including LGBTQ+) is a human right, a fundamental of social justice.

Definitions:

Gender

Refers to the social, economic, political and cultural roles, behaviours, opportunities, and expectations that a given society at a given time considers appropriate for women, men and in some cultures a third gender. Gender also refers to the relationships between women and men, as well as those between women and those between men, that a given society considers appropriate. The concept of gender is socially constructed, varies and changes over time and across culture and these expectations, behaviours and roles are learned throughout the lifecycle from families, friends, communities, schools, governments, the media, or others in a given society. In most societies there are differences and inequalities between women and men in responsibilities assigned, activities undertaken, access to and control over resources, as well as decision-making opportunities and power. Gender is part of the broader socio-cultural context, as are other important characteristics for socio-cultural analysis including age, race, disability, socioeconomic status, caste, ethnicity, sexual orientation and others.

Equality

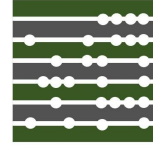
Is understood to mean equality of opportunity.

Sex

Refers to the physical, physiological and biological characteristics that generally define individuals as female or male. These characteristics are not mutually exclusive, as there are individuals who possess both male and female characteristics.

Gender identity

Refers to a person's innate, deeply felt internal and individual experience of gender, which may or may not correspond to the person's physiology or designated sex at birth.



Gender equality

Is the state or condition that affords women, men, transgender people, third-gender, intersex or any other gender, equal enjoyment of human rights, decision making power, representation, opportunities and resources. Gender equality does not mean that all individuals of all genders are the same, but that, regardless of gender, or sex at birth, all individuals are valued and treated equally.

Gender Equity

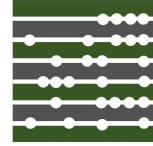
Is the process of justice and fairness towards women, men, transgender people, third-gender, intersex or any other gender. This process considers the different needs and historical and social disadvantages that inhibit individuals of all genders from operating from a level playing field. The process of equity leads to the state of equality of opportunity.

Gender Mainstreaming

Is the strategy of incorporating a gender perspective or a “gender lens” into the policies, strategies, programs, activities, operational/administrative functions, and institutional culture of an organisation. It is the approach by which an organization commits to and promotes, gender equality in all aspects of the organization’s structures, operations and work.

Gender Analysis

Is a critical examination of how differences in gender roles, behaviours, activities, needs, opportunities, access to resources, representation, inclusion and power affect women, men, girls, boys and other genders in a regional or cultural context. This analysis is used to identify, understand and assist in explaining gaps between women, men and other genders that exist in households, communities and countries, and the influence of normative gender-related expectations norms.



BRC's approach is based on 9 elements:

1. Gender Equality is a Human Right

BRC commits to promote gender equality as an explicit, universal human right, in the workplace, in programs and operations, and externally as representatives of BRC.

2. Equity toward Equality

BRC commits to understand and where possible, address any systemic and structural biases that may exist, cultural and social norms, and practices that lead to inequalities in opportunities, resources, power and across the gender spectrum and other individual or sociocultural characteristics, in the workplace, in programs and operations, and externally as representatives of BRC.

3. Gender-based Violence

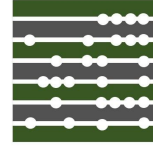
BRC will not tolerate any form of violence, exploitation, harassment, or bullying based on gender, sex, or individual or cultural difference in the workplace, in operations and externally as representatives of BRC. BRC commits to investigate and respond to violence, exploitation, or harassment both reported and incidents suspected or observed.

4. Gender Equality Monitoring, Evaluation and Reporting

BRC commits to integrate appropriate monitoring, evaluation and formal organisational learning specific to gender equality, in programs and to track progress towards gender equality and compliance of this policy in the workplace.

5. Discrimination

BRC will not tolerate any form of discrimination, stereotyping or prejudice based on gender, sex, sexual orientation, age, disability, race, ethnicity, nationality, religion, caste, or other differences in the workplace, in programs and operations, and externally as representatives of BRC. BRC commits to investigate and respond to discrimination, stereotyping or prejudice both reported and incidents suspected or observed.



6. Cultural Sensitivity

BRC commits to awareness of cultural diversity of its staff, partners and beneficiaries. BRC will promote respect and sensitivity for cultural differences while maintaining a position of zero-tolerance for discrimination, stereotyping and prejudice.

7. Do No Harm

BRC commits to integrate risk assessment and strategies for minimising or eliminating risk related to gender equality, or GBV, in the workplace, operations and activities.

8. Gender Equality Resource Mobilisation

BRC commits to mobilise and allocate the financial, technical and human resources necessary to meet these commitments to gender equality.

9. Partnerships

BRC commits to collaborate with local and international organisations, donors, governments and beneficiaries to address any systemic and structural barriers to gender equality in the communities where BRC operates.

BRC

September 2020